

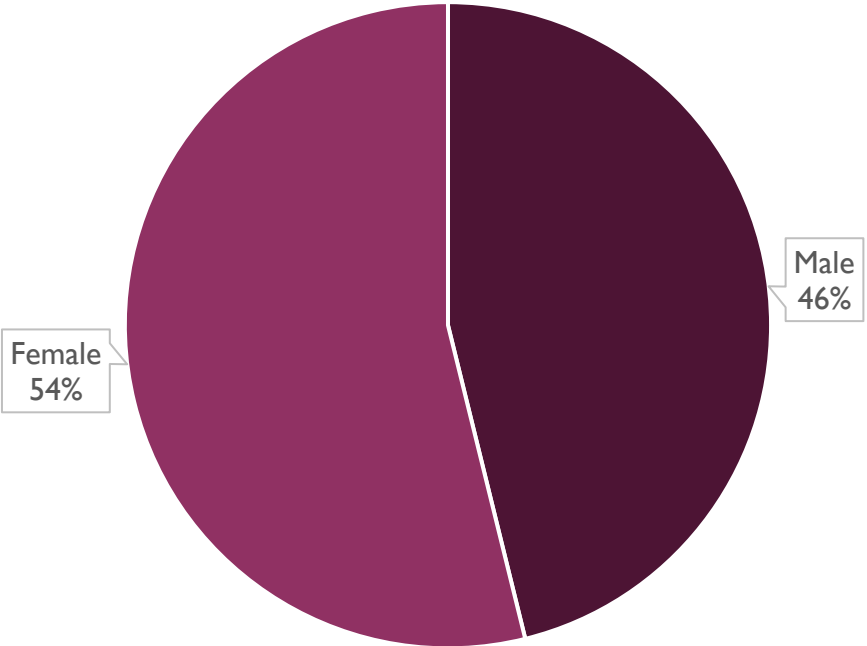
- Snapshot Date is June 13th, 2022
- Reporting period is June 14th, 2021 to June 13th 2022
- Reporting date is December 13th, 2022



Gender pay gap report Freshways Food Company

Freshways Gender breakdown

Number of Employees

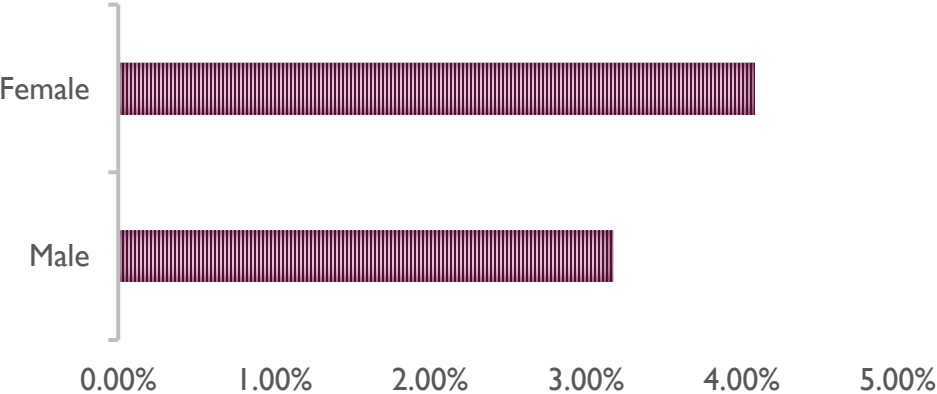


Gender	Number of Employees
Female	147
Male	126
Total	273

Bonus & Benefit In Kind

% of Male & Female employees who received Bonuses & Benefit In Kind

BONUS



	Male	Female
Series I	3.17%	4.08%

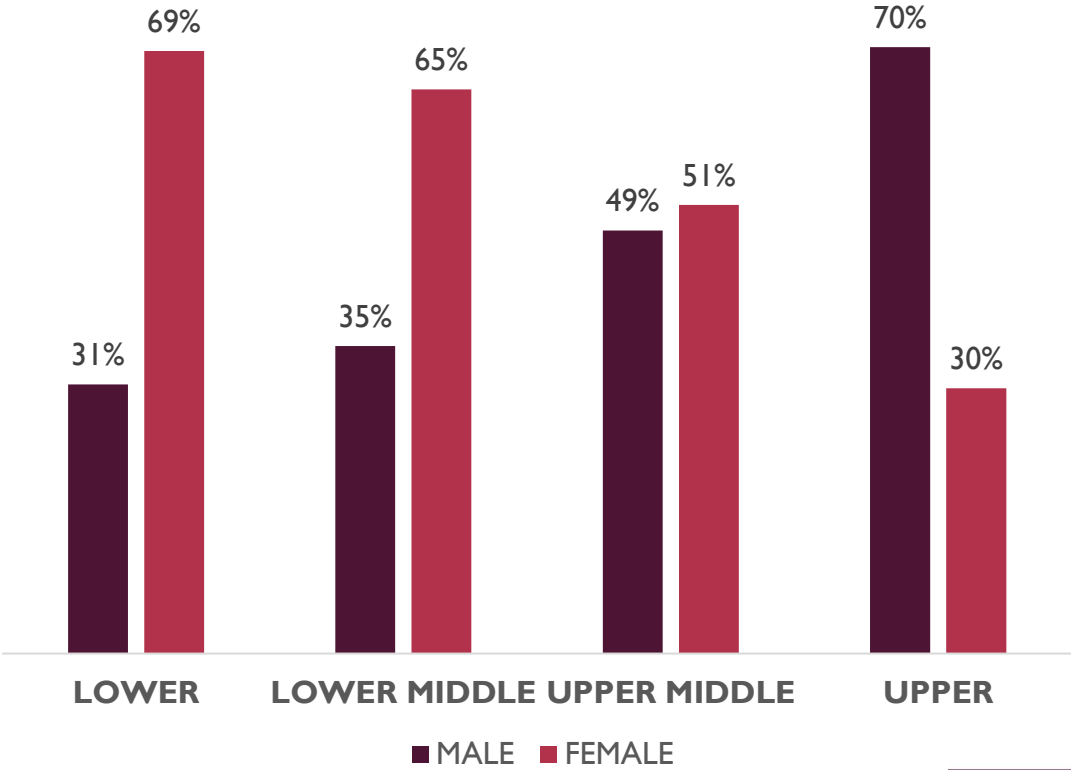
BENEFIT IN KIND



	Male	Female
Series I	1.61%	0.78%

Gender pay gap by Quartiles

- Lower Quartiles • Commentary
- Lower Middle Quartiles • Commentary
- Upper Middle Quartiles • Commentary
- Upper Quartiles • Commentary



The difference between the mean hourly remuneration of all relevant employees of the male gender and that of relevant employees of the female gender

All employees	Temporary Employees	Part time Employees	Bonus
<ul style="list-style-type: none">• Mean: 24.14%• Median: 25.9%	<ul style="list-style-type: none">• Mean: 100% (One Male)• Median: 100%	<ul style="list-style-type: none">• Mean: 2.7%• Median: 2.4%	<ul style="list-style-type: none">• Mean: -20%• Median: 17%